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5 SEM TDC HRD 4 (Sp)

2014

(November)

COMMERCE

(Speciality)

Course : 504

(Human Resource Development)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Write True or False :

1×6=6

- (a) HRD approach intends better adjustment of the individuals to their job and the environment.
- (b) Line managers in HRD system are solely responsible for human resource development in an organization.
- (c) Sound HRD policies are an essential base for sound HRD practice.

- (d) Case study method aims at improving the decision-making skills of executives.
- (e) The choice of a particular training method should depend upon the objective of training.
- (f) Deputation is a source of recruitment.

2. Fill in the blanks with appropriate words :

1+1=2

- (a) — training involves the duplication of organizational situations in a learning environment.
- (b) A career is a sequence of — held by a person during the course of his lifetime.

3. Write short notes on the following : 4×4=16

- (a) Identification of training needs
- (b) HRD policies
- (c) Maintenance as an operative function of HR management
- (d) Principles of learning

4. (a) "Human resource management is old wine in new bottle." Comment.

11

Or

- (b) Outline the scope of human resource management in the light of ongoing changes in management thought.

5. (a) What is HRD audit? Discuss the objectives of HRD audit. $4+7=11$

Or

- (b) Discuss the term 'HRD culture' and explain the elements of HRD climate. $4+7=11$

6. (a) What do you mean by strategic human resource development? How does it differ from conventional human resource development? $4+7=11$

Or

- (b) Discuss the components and principles of strategic human resource development. $5+6=11$

7. (a) How does training differ from development? Discuss the criteria which can be used for evaluating the effectiveness of training and development. $4+7=11$

Or

- (b) "Training programmes are helpful to avoid personnel obsolescence." Discuss. 11

8. (a) What do you mean by the term 'career'?
Outline the process of career planning.

4+8=12

Or

- (b) Distinguish between the following :

6+6=12

- (i) On-the-job training and off-the-job training
- (ii) Training and learning

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